Community

Basic Policy

We are engaged in corporate activities across the globe. Continuing to do business requires that we forge relationships of trust with local communities and realize sustainable growth together by contributing to the development of each region in which we operate as well as by pursuing development at manufacturing sites where our steelworks are located. To this end, the JFE Group is committed to working with communities as stated in the JFE Standards of Business Conduct and is promoting activities that contribute to local communities.

JFE Group Standards of Business Conduct and Priority Areas of Social Contribution Activities

❸ Work with communities
Actively contribute to host communities as a good corporate citizen by emphasizing harmony and cooperation.

These are the areas of social contribution on which the JFE Group is particularly focused in order to contribute to the development of local communities and society and how they relate to its businesses.

Areas of Focus	Connection to Business
Coexistence with local communities and society	We aim to deepen the understanding of our Group's business among the people in the regions where we conduct business, build trusting relationships with the local communities, and jointly promote regional development.
Environmental conservation	JFE Group's business has a significant impact on the environment, including greenhouse gas emissions. We are therefore committed to environmental conservation activities and strive to achieve sustainable growth.
Nurturing the next generation	The JFE Group contributes to the healthy upbringing of children and their growth by providing them with experiences in the regions where we operate. It also strives to nurture people who will contribute to the development of science, technology, and manufacturing.

The following are operating company policies regarding their social contribution activities.

ST Establishment of a System for Social Contribution Activities

In May 2026, JFE Steel established a new social contribution activity policy as part of its efforts to realize a sustainable society, designating three priority areas for social contribution: coexistence with local communities, environmental conservation and nature positive, and nurturing the next generation. It also established a slogan and logo for its social contribution activities.

JFE Steel's Social Contribution Activity Policy

With its corporate purpose, "Dream for your Future, Steel takes you Further" and the JFE Group Standards of Business Conduct, "3. Work with communities: Actively contribute to host communities as a good corporate citizen by emphasizing harmony and cooperation," JFE Steel will contribute to the realization of the "desired future" of stakeholders and the realization of a sustainable society by promoting social contribution activities, primarily in the regions where it conducts business, in addition to providing products, technologies, and services that meet society's needs.

Priority Fields

We have designated three areas that are highly compatible with our business strategy as priorities for social contribution activities.

1. Coexistence with Local Communities

We will build trusting relationships with the regions where we conduct business, including the areas surrounding our steelworks and manufacturing plants, and advance initiatives that meet the needs of each region, such as revitalizing local communities and supporting sports and culture, so that we can achieve sustainable growth together.

2. Environmental Conservation and Nature Positive

Through our business, we depend on and influence the blessings of nature. To pass on to future generations a natural environment that supports rich and fulfilling lives, we are committed to environmental conservation and activities that contribute to achieving nature-positive outcomes.

3. Nurturing the Next Generation

We contribute to the development of the next generation, who are essential for realizing a sustainable society. In particular, we take pride in our contribution to society through steelmaking that leverages our high level of technical expertise, and we provide support for nurturing those who will contribute to the development of science, technology, and manufacturing.

Logo and Slogan for Social Contribution Activities

未来に応(こた)えエール活動

JFE Steel's steelmaking is supported by the understanding and encouragement of local communities and society as a whole. Guided by our corporate purpose, "Dream for your Future, Steel takes you Further," we want to respond to people's wishes not just in steelmaking but in all aspects of our work. This includes coexisting with and revitalizing local communities, preserving and restoring the natural environment, and providing learning opportunities for the next generation, who will shape the future.
We also offer our support and encouragement to you.

For more information, please refer to:

› **JFE Steel's Social Contribution Activities (Japanese only)** (https://www.jfe-steel.co.jp/company/csr.html)

EN Establishment of a System for Promoting Social Coexistence Activities

In FY2022, JFE Engineering established the Social Co-existence Committee, chaired by the president, to strengthen its social initiatives and increase its contribution to realizing a sustainable society in accordance with the JFE Group Standards of Business Conduct. Under the policies set by JFE Engineering, the committee's activities encompass initiatives implemented through its businesses as well as efforts to address social issues that cannot be resolved through business operations alone. It identifies four priority themes: the environment, disaster prevention, local communities, and nurturing the next generation.

Four Priority Areas of Social Coexistence Activities



The environment and disaster prevention are closely related to the company's business domains.
Collaboration with local communities is essential for JFE Engineering, which does business in various locations.
Nurturing the next generation is in line with JFE Engineering's stated purpose of strongly supporting daily life and passing community strengths on to future generations.

In FY2025, the organizational structure was reorganized, and activities have continued under the Corporate Culture Enhancement Committee. Under the system, leaders have been assigned in each organization to promote activities across the company. Also, the company laid out guidelines for its system in order to create an environment conducive to its activities. In addition, it designed an original logo and selected a catchphrase from entries submitted by employees to spread awareness and promote employee participation.

みんなと創る
みんなで生きる

For more information, please refer to:
› **JFE Engineering's Social Contribution Activities** (https://www.jfe-eng.co.jp/information/en/social_coexistence/)

SH Establishment of a System for Social Contribution Activities

JFE Shoji has formalized its long-standing approach to engaging with society and its way of thinking about social contribution activities, and in March 2026, it established the Basic Policy on Social Contribution Activities.

JFE Shoji's Basic Policy for Social Contribution Activities

As a good corporate citizen, the JFE Shoji Group will work to address social issues, focusing on priority areas, in order to enrich the lives of people around the world, thereby contributing to building and developing a sustainable society.

Priority Areas

Environmental Conservation: We will work to improve environmental sustainability, including through action on climate change and biodiversity conservation.
Symbiotic Society: We will contribute to creating a society where everyone can live and thrive in their own way.
Next Generation Education: We will support the healthy development of children who will shape the future.

Initiatives

Our Group engages in social contribution activities, primarily in areas on which the JFE Group is particularly focused, in order to contribute to the development of society and local communities.

Furthermore, we provide paid leave programs to support employees' participation in volunteer activities.

> **Stakeholder Engagement** (P. 37)

ST EN Opening Manufacturing Sites to the Public

Coexistence with Local Communities and Society

Every year, the JFE Group opens its manufacturing facilities, inviting residents in local host communities to participate in demonstrations, tours, and other events.

On-Site Events in FY2025

	Location	Event	Date	Attendance
JFE Steel	East Japan Works, Keihin	Keihin Community Festival	May 25	21,000
	East Japan Works, Chiba	JFE Cherry Blossom Festival	April 5	6,000
		JFE Chiba Festival	October 26	10,000
	West Japan Works, Fukuyama	JFE West Japan Festival in Fukuyama	May 11	70,000
	West Japan Works, Kurashiki	JFE West Japan Festival in Kurashiki	November 3	20,000
	Chita Works	Handa Community Industrial Festival	November 8	11,000
	Sendai Works	JFE Steel Sendai Festival	October 4	3,000
JFE Engineering	Tsu Works	Autumn Festival	October 18	4,000



JFE West Japan Festival in Fukuyama

In addition, JFE Steel's recreational facilities are made available for community sports such as soccer, baseball, volleyball, and basketball, as well as other events. In FY2025, 22 tournaments were held with approximately 9,100 participants. Also, coaching sessions are offered by company baseball and track teams, which compete in Japan's top-level corporate leagues. In FY2025, 18 sessions were held with 1,100 participants, contributing to the promotion and development of sports in each region.

EN Contribution to Local Communities through the Engineering Business

Coexistence with Local Communities and Society

We contribute to realizing a circular economy in local communities by providing utility services, such as electricity, gas, and water, as well as combining our businesses in plastics and food recycling, renewable energy power generation, and waste-to-energy power generation.

- Establishment of a recycling value chain including collaboration with related companies and local governments
- Initiatives to promote plastic recycling (Sendai City, Kawasaki City)
- Horizontal recycling of PET bottles
- Food recycling (Sapporo City)
- Development of chemical recycling technology for waste materials, funded by the GI Fund
- Local power generation and supply (Iwata City, Tokorozawa City, etc.)
- Operation of waste-to-energy plants overseas

› **Initiatives for Transitioning to a Circular Economy** (P. 126)

EN Cleaning Activities at the Yokohama Head Office

Coexistence with Local Communities and Society

JFE Engineering emphasizes employee participation in its activities. In FY2025, it hosted a SpoGOMI event under the slogan "Picking up litter is a sport!" at its Yokohama Head Office as an activity that turns a community cleanup into a fun competition. About 60 employees took part, collecting roughly 100 kilograms of litter and contributing to the beautification of the surrounding area.

ST Tour of Steelworks

Coexistence with Local Communities and Society | Nurturing the Next Generation

Every year, JFE Steel invites approximately 90,000 guests, mostly elementary and junior high school students, from host communities to tour steel production sites at each steelworks, in conjunction with festivals and other events.

ST Education at Elementary Schools

Coexistence with Local Communities and Society | Nurturing the Next Generation

JFE Steel conducts plant tours for students at nearby elementary and junior high schools. In addition, company employees visit schools to give lectures on iron and steelmaking processes, the features of steelworks, environmental initiatives, and other topics to deepen understanding of the steel industry and career opportunities. In FY2025, these lectures were given to 1,010 students in 34 classes, bringing the total to about 369 classes since these began in FY2012.

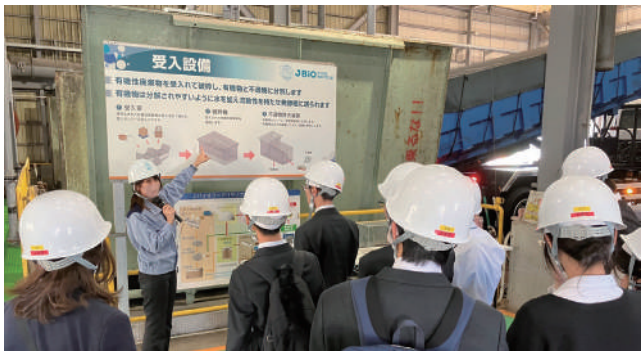


Kawasaki Middle School in Kawasaki City, Kanagawa Prefecture

EN Facility Tours and School Lectures

Coexistence with Local Communities and Society | Nurturing the Next Generation

JFE Engineering accepts visitors, mainly children from neighboring communities, and gives them tours of the works, construction sites, and incineration plants it manages under contract. The company also dispatches its employees to schools to provide lectures on the environment and other topics. For example, a lecture on the environment and recycling was given to around 80 second-year students at the Junior High School Attached to Yokohama Science Frontier High School near JFE Engineering's Yokohama Head Office, followed by a visit to the head office. Students learn through both classroom lectures and on-site experience by touring a food recycling plant operated by a Group company and the Global Remote Center, which remotely monitors over 80 incineration plants and other facilities in Japan and overseas. This initiative has been implemented for eight consecutive years since its launch in 2018.



Food recycling plant tour

EN Exhibiting at YOXO FESTIVAL 2026

Coexistence with Local Communities and Society | Nurturing the Next Generation

At the YOXO FESTIVAL 2026, organized by the Yokohama Future Organization (YOXO), volunteer employees collaborated to design and present "Experience the Job of Building Bridges," with the aim of making JFE Engineering's business more accessible.

EN Environmental Protection Activities in the Kumozu River Basin in Mie Prefecture

Coexistence with Local Communities and Society | Environmental Conservation

JFE Engineering is the founding member of a committee set up in 2008 for protecting the environment in the Kumozu River basin in Mie Prefecture, including Tsu City, where the company's Tsu Works is located. Together with the local forestry and fisheries cooperatives, which are also members, and with support from Tsu City, the committee conducts river cleanups and tree planting activities in the river basin, as well as beach cleanups at the mouth of the river and public environmental education, in which employees and their families participate.

EN Forest Management in the JFE Forest

Coexistence with Local Communities and Society | Environmental Conservation

JFE Engineering has concluded a forest maintenance agreement with the town of Yuni in Hokkaido, under the Hokkaido Government's Corporate Forest Development in Hokkaido program, and has been managing approximately 7 hectares of town-owned forest there. The purpose of this initiative is to conserve forests and revitalize the community through the proper maintenance and management of local forests. We named the forest where we carry out this initiative the JFE Forest, and in FY2025, we cut down 50-year-old trees that no longer effectively absorbed CO_2 and also planted clean larch seedlings, a tree species with high CO_2 absorption efficiency. In addition, an expert gave a lecture and a hands-on session to employees who participated in the tree-planting activities, providing them with an opportunity to deepen their understanding of forests. We will continue to carry out proper maintenance and management of forests.

ST EN SH Career Education for Students

Nurturing the Next Generation

JFE Steel and JFE Engineering provide plant tours for female junior high school, high school, and university students to encourage them to pursue careers in science and technology.

Since 2006, JFE Steel has participated in the Keizai Koho Center's Business Training for Japanese School Teachers. Teachers from primary, junior high, and high schools learn about business operations, human resource development, safety, and environment-protection-related initiatives, among other topics, with the intention of sharing that knowledge with their students and leveraging it for better school management. In addition, some facilities invite local junior high students and host work-experience sessions.

Kawasho Foods Corporation, a member of the JFE Shoji Group, collaborated with the NPO "Lion Heart" in October 2025 to hold a children's cafeteria event as a social contribution activity. Through this initiative, the company was able to convey to children the joy of food and working. The NPO works to eliminate disparities in opportunity for children through experiential activities such as company tours. In August 2026, with the cooperation of a partner warehouse company, the company conducted a warehouse and yard tour for children. We will continue to collaborate with the NPO to undertake initiatives in the future.



Business training for schoolteachers



Interaction activities at the Nukunuku children's cafeteria

ST EN SH FY2025 Internships

Nurturing the Next Generation

The JFE Group annually hosts many students, including trainees from overseas, to help them gain practical experience at plants as well as design and construction sites. They also participate in group work.

Number of Interns Accepted by Each Operating Company (FY2025)

JFE Steel	JFE Engineering	JFE Shoji
770 (administrative: 396, technical: 374)	754 (administrative: 165, technical: 589)	379

ST High School Science and Engineering Contest

Nurturing the Next Generation

The Japan Science & Engineering Challenge is a national science-paper contest for high school and technical college students. Under the sponsorship of the Asahi Shimbun Company and TV Asahi Corporation, the contest has been supported by JFE Steel since 2006 to nurture future scientists and engineers.



JFE Steel Award presented to students from Oita Uenogaoka High School in Oita Prefecture

SH Support for Elementary Schools in Ghana and Nigeria

Nurturing the Next Generation

The JFE Shoji Group has been conducting annual donation campaigns in Ghana and Nigeria since 2011. The donations take into account requests from the local ministries of education and schools, and the donated items are mainly selected to contribute to the economic activities of the two countries. In this 15th donation campaign, the JFE Shoji Group donated 12,500 cans of GEISHA brand canned mackerel with tomato sauce, 320 sets of desks and chairs, and 17,000 notebooks to a total of 15 schools in the two countries. School officials and local government agencies expressed many words of gratitude for the donations.

The JFE Shoji Group will continue to provide support for food and education into the future as a project that symbolizes the Group's commitment based on the JFE Shoji Group's basic policy for social contribution activities.



Presentation ceremony in Ghana



Presentation ceremony in Nigeria

SH Providing Workplace Training Opportunities for Students from Special-Needs Schools

Nurturing the Next Generation

The JFE Shoji Group has been hosting students from special-needs schools for off-campus training since FY2017. Training mainly consists of accepting interns to experience working in such jobs as cleaning, maintaining the tea dispenser, and sorting forms. In addition, bread sales training sessions led by students have been held 23 times since FY2021.

As a company that values open relationships with society, the JFE Shoji Group will continue to work with special-needs schools to help create a society where diverse people can thrive.

Support for External Organizations

Contributing to the realization of a sustainable society is a key management concern for the JFE Group, which actively seeks to address issues in collaboration with external groups and NGOs in pursuing solutions for the 17 SDGs.

Fund to Support Children's Future

Nurturing the Next Generation

The JFE Group endorses the Japanese government's national campaign for creating a society in which every child can grow with dreams and hopes. The Group supports the Fund to Support Children's Future, which provides assistance to NPOs and other groups engaged in activities to eliminate poverty throughout Japan.

For more information, please refer to:

> **National Movement to Support Children's Future (Japanese only)** (https://kodomonomiraiouen.cfa.go.jp/support/network)

UN World Food Programme

The JFE Group seeks to resolve the global hunger issue by supporting the cause and activities of the Japan Association for the World Food Programme*.

*An NPO-accredited supporter of the UN World Food Programme (WFP), which works to eliminate hunger and poverty

Japanese Foundation for Cancer Research

Since its establishment in 1908, the Japanese Foundation for Cancer Research has upheld its basic philosophy of aiming to improve the well-being of people everywhere by achieving better cancer control. The JFE Group supports this foundation, which has played a leading role in research and treatment as well as human resource development in Japan.

Supporting Training for Foreign Medical Professionals

The JFE Group supports the Japanese Council for Medical Training, spearheaded by the Toranomon Hospital in Tokyo. The council offers a training program in which doctors from developing countries, primarily in Southeast Asia, are invited to study in Japan. The program aims to make an international contribution by training participants in Japan's advanced medical practices so trainees can apply their results to raise the medical standards of their home countries and to foster stronger relationships between those nations and Japan. The program also contributes to resolving health issues in local communities by enhancing the medical standards of those countries.

For more information, please refer to:

> **JCMT** (https://www.jcmt.jp/english/)

JFE 21st Century Foundation

The JFE 21st Century Foundation was founded in 1990 through a donation from the JFE Group (the former Kawasaki Steel) to operate as a public-service corporation that contributes to society. It engages in various public services, such as supporting research at universities and cultural development.

- Issued technical research grants (steel-related technology, global environment, global warming mitigation technology)
- Issued grants for Asian historical research

- Published and donated textbooks for universities and publications related to steel
- Sponsored cultural activities in communities hosting steel facilities
- Sponsored a writing contest for overseas students and donated anthologies

For more on the JFE 21st Century Foundation, please refer to:

› **JFE 21st Century Foundation** (http://www.jfe-21st-cf.or.jp/eng/)

› **Social Data: JFE 21st Century Foundation** (P. 291)

Support for Technology Research

The foundation has been highly acclaimed by many universities for its support of technology research since FY1991.

In FY2025, it fielded 144 grant requests and provided a total of 56 million yen in the form of grants valued at 2 million yen each for 8 projects involving iron and steel technologies and 20 projects related to environmental technologies, including global warming mitigation technologies.

Support for Asian History Studies

The foundation began awarding grants in support of Asian history studies at Japanese universities in FY2005. In FY2025, 96 applications were received and 12 grants worth 1.5 million yen each were awarded, bringing the total to 18 million yen.

Support Activities in Communities Hosting Steel Facilities

The foundation financially sponsors community cultural activities including music, art, traditional events, community revitalization, community activities, and the conservation of cultural property.

In FY2025, it sponsored 16 events in regions across Japan where the Group operates its steel business, including Chiba, Kawasaki, Kurashiki, Fukuyama, Handa, and Sendai cities.

Supporting the Japan Overseas Educational Services Writing Contest and Anthology Donation

The Japan Overseas Educational Services organizes contests in the areas of essays, poems, tanka and haiku for Japanese students attending elementary and middle schools overseas. The JFE Group has been cosponsoring the contest by offering JFE 21st Century Foundation prizes since FY1991. The foundation also donated 2,000 copies of Chikyu ni Manabu (Learn from the Earth), a collection of the winning entries, again in FY2025, to approximately 700 organizations, including elementary and middle schools and public libraries located in the regions where the Group operates its steel business.

List of Social-Contribution Activities

Coexistence with Local Communities and Society

› **Kurashiki—Plant tours**
(https://www.jfe-steel.co.jp/en/company/csr.html#anc01-01)

› **Keihin and Kurashiki—Donated disaster relief supplies to food banks and social welfare councils**
(https://www.jfe-steel.co.jp/en/company/csr.html#anc01-03)

› **Sendai, Kurashiki, and Fukuyama—Joined local cleanup activities**
(https://www.jfe-steel.co.jp/en/company/csr.html#anc01-05)

› **Safety and Health Department—Implemented and promoted Active Exercise™ and Safe Physical Fitness™ Functional Test (Japanese only)**
(https://www.jfe-steel.co.jp/company/csr.html#anc01-07)

› **Held festivals and events**
(https://www.jfe-steel.co.jp/en/company/csr.html#anc01-02)

› **Lectured at elementary and junior high schools**
(https://www.jfe-steel.co.jp/en/company/csr.html#anc01-04)

› **Chiba, Nishinomiya, Keihin, Kurashiki, Fukuyama, and Chita—Collaboration with local governments (Japanese only)**
(https://www.jfe-steel.co.jp/company/csr.html#anc01-06)

› **Launched on-site daycare centers for local residents (Japanese only)**
(https://www.jfe-steel.co.jp/company/csr.html#anc01-08)

> **Held local sporting events**
(https://www.jfe-steel.co.jp/en/company/csr.html#anc02-01)

> **Chita—Held a manufacturing class for children**
(https://www.jfe-steel.co.jp/en/company/csr.html#anc01-11)

> **Sponsored the Cho Chikun Go Cup**
(https://www.jfe-steel.co.jp/en/company/csr.html#anc02-03)

> **Kurashiki—Organized on-premises blood donation campaigns (Japanese only)**
(https://www.jfe-steel.co.jp/company/csr.html#anc01-10)

> **Fukuyama—Donation for Fukuyama Castle 400th Anniversary Project**
(https://www.jfe-steel.co.jp/en/company/csr.html)

> **Keihin Symphonic Band gave performances**
(https://www.jfe-steel.co.jp/en/company/csr.html#anc02-05)

- Supported local festivals
- Opened "Dragonfly Street" and Station Square to the public
- Joined the Where Do Dragonflies Fly Forum
- Supported the Tsurumi Line stamp rally
- Volunteered for the Kasumigaura Marathon
- Volunteered for disaster reconstruction
- Organized in-house fairs for supporting post-disaster reconstruction in Fukushima (providing meals at a cafeteria using local ingredients)
- Participated in tree-planting to invigorate a rainforest in the Philippines
- Organized environmental events at a contracted incineration plant
- Keihin—Hosted plant tours, the Fureai Festival, and the Rikochallenge Summer of 2025 (in collaboration with JFE Engineering)
- Comprehensive collaboration agreement between Chiba City and East Japan Works (Chiba District)

> **Initiatives for Transitioning to a Circular Economy** (P. 126)

Nurturing the Next Generation

> **Supporting technician education at universities in Vietnam**
(https://www.jfe-steel.co.jp/en/company/csr.html)

> **Supported the Japan Science & Engineering Challenge for high school and technical college students**
(https://www.jfe-steel.co.jp/en/company/csr.html#anc03-03)

> **Accepted teachers for private-sector training**
(https://www.jfe-steel.co.jp/en/company/csr.html#anc03-06)

> **Baseball and track clubs held instructional classes**
(https://www.jfe-steel.co.jp/en/company/csr.html#anc02-02)

> **Organized internships**
(https://www.jfe-steel.co.jp/en/company/csr.html#anc03-02)

> **Supported career education**
(https://www.jfe-steel.co.jp/en/company/csr.html#anc03-05)

> **Held Rikochallenge workplace tours (Japanese only)**
(https://www.jfe-steel.co.jp/company/csr.html#anc03-06)

- Supported the Welfare and Medical Service Agency's Children's Future Support Fund
- Certified as a company supporting child rearing (Kanagawa Prefecture and Nagoya City)
- Accepted foreign technical interns (welding training)
- Support for elementary schools in Ghana and Nigeria
- Supported off-campus training by a special-needs school
- Supported a robotics competition for high schools in Mie Prefecture
- Provided welding training for technical high school teachers
- Support for the Hilltop Children's Cafeteria in Komaoka

Environmental Protection

- **Constructed a biotope at the Chita Works site (Japanese only)**
  (https://www.jfe-steel.co.jp/company/csr.html#anc04-01)
- **Biotope Chita certified as a Nature Coexistence Site**
  (https://www.jfe-steel.co.jp/company/csr.html#anc02-03)
- **Keihin—Exhibited at the Kawasaki International Eco-Tech Fair**
  (https://www.kawasaki-eco-tech.jp/en/)
- **Forest maintenance in the JFE Forest (Japanese only)**
  (https://www.jfe-eng.co.jp/information/social_coexistence/topics_forest/)
- **Chita Works certified as an Aichi Biodiversity Certified Company (Japanese only)**
  (https://www.jfe-steel.co.jp/company/csr.html#anc02-02)
- **Exhibited at environmental exhibitions and events (Japanese only)**
  (https://www.jfe-steel.co.jp/company/csr.html#anc02-04)
- **Use of steel slag (Japanese only)**
  (https://www.jfe-steel.co.jp/company/csr.html#anc02-05)

- Donated PET bottle caps
- Cooperated with nonprofit Green Bird in volunteer garbage collection

Others

- Supported the Japan Association for the World Food Programme
- Supported Japanese Foundation for Cancer Research
- Supported the Japanese Council for Medical Training